

By: McReynolds

H.B. No. 310

A BILL TO BE ENTITLED

AN ACT

relating to faculty compensation policies at institutions of higher education.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subchapter Z, Chapter 51, Education Code, is amended by adding Section 51.9081 to read as follows:

Sec. 51.9081. FACULTY COMPENSATION POLICIES UNTIL 2013. (a)
Not later than August 31 of each fiscal year, the governing board of
each institution of higher education, as defined by Section 61.003,
shall determine whether the average compensation of tenured and
tenure-track faculty at the institution for that fiscal year is
less than the average compensation for similar faculty at public
institutions of higher education in the 10 most populous states,
not including this state, according to the most recent information
available. In making the comparisons, the governing board shall
consider faculty compensation only at those institutions of the
same category according to the system established by the Southern
Regional Education Board or the Carnegie Foundation or another
major system for classifying institutions of higher education as
determined appropriate by the Texas Higher Education Coordinating
Board and shall make a separate determination for each faculty
rank. The coordinating board shall provide the governing board the
information necessary to administer this section.

(b) If the governing board of an institution determines that

1 the average compensation of faculty at a particular rank at the
2 institution is less than the average compensation for faculty at
3 that rank provided by the other states, the governing board shall
4 report that determination and the relevant data to the coordinating
5 board and shall adopt a program to reallocate available resources
6 in a manner that will reduce the percentage difference between the
7 average compensation of each faculty rank at the institution by
8 one-fourth in the current state fiscal biennium and in each of the
9 next three bienniums, so that at the end of the fourth biennium the
10 average compensation of faculty at each rank at the institution is
11 equal to or greater than the average compensation provided by the
12 other states. If fewer than four fiscal bienniums are remaining
13 before the expiration date provided by Subsection (e), the
14 governing board shall adopt the program to reduce the percentage
15 difference by one-fourth in each fiscal biennium before the
16 expiration date.

17 (c) Not later than December 1, 2006, and in each subsequent
18 fiscal year, each governing board to which this section applies
19 shall report, in the form and manner prescribed by the coordinating
20 board, the governing board's progress in remedying faculty
21 compensation deficiencies identified under this section. The
22 governing board shall provide the report to the Legislative Budget
23 Board, the governor's office of budget, planning, and policy, and
24 the coordinating board.

25 (d) In recommending funding formulas under Section 61.059
26 for institutions to which this section applies, the coordinating
27 board shall account for any salary increases required to be made at

1 those institutions under Subsection (b).

2 (e) This section expires September 1, 2013.

3 SECTION 2. This Act takes effect January 1, 2006.